



**YMCA of Greater Syracuse
Job Posting**

Job Title: Support Counselor
FLSA: Non-exempt – Seasonal/Temporary
Dates: June 25 through August 17, 2018 (two additional weeks from August 20 through 31, 2018)
Work Schedule: Monday through Friday from 8:30am to 4:30pm

Reports To: Inclusion Director/Director of Camp Iroquois & Teens
Work Location: Camp Iroquois

A Career with a Cause:

At the Y, strengthening community is our cause. Our mission is to put Christian principles into practice through programs that build healthy spirit, mind and body for all. We focus our work in three key areas, youth development, healthy living and social responsibility. We are committed to this cause because a strong community can only be achieved when we invest in our kids, our health and our neighbors.

General Functions:

Under the direction of the Inclusion Director and the Director of Camp Iroquois & Teens, the Camp Support Counselor is responsible for working with staff and unit leaders in an active outdoor day camp program that will meet the objectives of the East Area Family YMCA and will be appropriate for both campers and campers with special needs within the unit they are assigned. The Camp Support Counselor will be responsible for up to 3 campers with developmental disabilities per session and will work with team members to provide inclusive opportunities for all campers that build confidence, teach new life-skills, and foster friendships.

YMCA Summer Day Camp Quality Service Theme:

By acting as role models and building lasting relationships, we make a positive difference in families' lives.

Responsibilities/Duties/Functions/Tasks:

The essential functions of this position include, but are not limited to the following:

- To attend and be involved in staff trainings and orientation.
- To be available to work daily within the hours of the camp schedule as outlined by the Camp Director.
- To work with other staff to develop a fully inclusive, recreational and educational program each session.
- To assist in specialty areas of: swimming, arts, horseback riding, archery, nature studies, and adventure.
- To be involved in a daily swim program that includes being in the water with campers while supervising and assisting with water activities (note: Female staff are required to wear a one-piece bathing suit).
- To assist in the development and implementation of special programs as assigned by the Program Director or Unit Director.
- To assist with the supervision of the lunch period (assigned by Unit Director) and sit with your inclusion participant(s) within a group of campers to ensure that each camper is eating a proper lunch and drinking enough fluids to prevent dehydration and other heat related illnesses.
- To assist all inclusion campers with personal care or feeding needs and the daily organization of their belongings.
- To keep track of all inclusion campers in the assigned group and be aware of safety issues to eliminate accidents. This includes supervising the application of sunscreen 2-3x daily.
- To attend two family nights throughout the season, weekly camp staff meetings and extra meetings as needed.
- To be available to assist with overnights as assigned (for which you will be compensated).
- To act in a professional manner at all times including personal appearance, speech, and interaction with campers, their families, and other staff.
- To understand that you are part of a team that is responsible for a group of campers and that your activities should be implemented in such a way that your campers receive a fun, meaningful, and safe experience.
- To be responsible for the cleanliness and organization of the camp area including the pavilion, fields, camp shed, buildings, and trails.
- To be responsible for clear, appropriate communication with campers, their families, and other staff when needed.
- To manage all behavior concerns in a consistent manner as they occur. Seek advice from the Inclusion Coordinator or Camp Director as needed.
- To be available after camp hours on the last day of the season and participate in the close up of camp.
- To be responsible for implementing all other tasks as assigned by the Inclusion Director or Director of Camp Iroquois & Teens.

Experience and Education:

- High school graduate with some college experience preferred but not required.
- Minimum of one year experience working with individuals with developmental disabilities and/ or experience working with children in a camp/ child care group setting.
- Experience working with children with developmental disabilities in sports, games, music/drama, and or outdoor activities.

Qualifications:

- Must be 17 years of age.
- Excellent organizational and communications skills both verbal and written are essential to the success of this position.
- Brings to this position maturity, responsibility and a sincere interest in working with people.
- Possess a general knowledge and understanding of YMCA, its goals, and its mission.

- Possess knowledge of various resources for programming ideas and the skills to utilize that information in program implementation.
- Possess knowledge of age appropriate activities and expectations of children ages 3 to 14.

Trainings & Certifications:

- CPR/AED and/or First Aid certifications preferred (opportunity provided).
- Must attend and complete YMCA Child Abuse Prevention and other related training at Camp Iroquois Orientation.

Core Competencies:

- Supports the Mission, Vision and Direction of the YMCA: Understands and supports the mission of the YMCA; displays the YMCA values; displays flexibility and accepts changes; is willing to try new methods and make suggestions; shows a strong commitment to the YMCA; conveys enthusiasm for the YMCA and his/her work.
- Builds Community: Understands and embraces the role of volunteers; helps members and participants make connections to others and to the YMCA; practices effective relationship-building techniques; supports the role of fund-raising in achieving the YMCA mission.
- Provides a Quality Experience for Members, Participants, Internal Customer and Other: Possesses the ability to deliver outstanding experiences for members, participants, internal customers and others; builds warm and supportive relationships; consistently greets and assists everyone in a positive way; strives to provide service that will exceed expectations; responds to concerns and complaints in a way that makes each person feel valued; initiates action for prompt resolution; looks for better ways to serve in involve members, participants, internal customers and others.
- Works Productively: Demonstrates responsible actions; consistently performs duties in a safe and conscientious manner within the agreed upon timeframe; follows standards, policies and procedures; is reliable and consistently punctual; actively participates in staff meetings, required trainings, and other work related activities; uses good judgment; uses YMCA resources appropriately and efficiently.
- Uses Effective Personal Behaviors/Communicates Effectively: Treats everyone with courtesy, respect and consideration; displays integrity; listens actively and genuinely; communicates in a clear and pleasant manner; embraces differences among people; demonstrates an active willingness to learn and grow; accepts constructive criticism; works cooperatively as a team member.

Effect on End Results:

This position strongly impacts the effectiveness with which the YMCA accomplishes its mission. The Camp Support Counselor is committed to promote an inclusive environment that teaches values, is healthy, safe and provides an opportunity for positive growing experiences:

1. Strong lasting relationships with parents, campers, and co-workers
2. The Camp team provides safe and age-appropriate activities
3. Build a strong, positive community image

Physical Demands:

Ability to frequently stand, sit, walk, talk, hear, type, run, jump, kick, throw, climb, kneel, bend, reach, balance, crouch or crawl, climb and/or balance, reach with hands and arms, handle or feel, stoop, lift/move and carry approximately 35 pounds, and use hands and fingers. Must be able to lift and/or maneuver large gym equipment. Special vision abilities required: distance, peripheral, depth perception and ability to adjust focus. Must have basic swim abilities which include: swim at least 4 lengths of the pool (100 yards) and tread water for a minimum of 3 minutes.

Work Environment:

Duties are performed in an outdoor environment and in a camp group setting; at times camp employees may be exposed to undesirable working conditions, communicable infectious diseases, and the risk of injury from children. All camp employees are required to follow the preventive health policies of the Camp at all times. The noise level in the work environment is moderate to above average. Employees will be frequently exposed to a wet/cold, hot/humid climate.

Americans with Disabilities Specifications:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

How to Apply:

Interested candidates should respond to Morgan Ruggeri, Inclusion Director, at (315) 637-2025, ext. 211 or email their application to mruggeri@syracuseymca.org or Laura Lipari, Human Resources Coordinator, at (315) 474-6851, ext. 356 or email their application to llipari@syracuseymca.org no later than May 30, 2018.

The YMCA of Greater Syracuse reserves the right to interview only those internal candidates that based on their qualifications, experience and background meets the requirements of the job vacancy.